

PERFORMANCE BASED PAY

Continuing and Bonus Pool based on 30 June salaries

Point Values set in accordance with Pay Instruction

Pay Pool funds allocated to organizations

RATING	POINTS (CONTINUING AND/OR BONUS)	COMPAR- ABILITY
Outstanding	3 or 4	Full
Superior	2 or 3	Full
Successful *	0, 1, or 2	Full
Marginal	0	0 or 1/2
Unacceptable **	0	0

* Midpoint principle applies

** Removal, downgrading, or reassignment required

DEPARTMENT OF THE NAVY DEMONSTRATION PROJECT

SPAWAR



WHAT IS IT

Performance-based pay
Simplified performance management
Simplified classification

DEMO PROJECT ADVANTAGES

Pay Setting Flexibility
Enhanced recruitment of quality candidates
Reassignment flexibility
Better retention of high performers
Dual career ladders
Eliminate high grade alignment problems
Eliminate GS level prestige problems
More understandable classification
Fewer errors in precise grade placement

SPAWAR JANUARY 2006